

EXHIBIT "D"

Compensation to AGENCY

Compensation to AGENCY shall consist of agreed-upon hourly rates paid to temporary employees assigned to City and the applicable AGENCY markup rate. CITY shall also reimburse AGENCY the actual cost of any City-required pre-employment tests.

Temporary Personnel Salary Rates

The initial salary rates paid to transition employees shall be those paid by the previous AGENCY.

Salary rates for all other employees shall be established by CITY's Director of Human Resources or designee in consultation with AGENCY.

Agency Mark Up Rates

Clerical/Administrative and Professional/Paraprofessional Categories

Payrolled Employees	30 percent
Transitioned Employees	30 percent
Recruited Employees	36 percent

Labor Category (Subcontracted to Adecco)*

Payrolled Employees (with benefits)	32 percent
Transitioned Employees	32 percent
Recruited Employees	38 percent

*Assumes a 4 percent markup over Adecco's fees proposed in that firm's response to Request for Proposals No. F0202-42.

All Other Subcontracts, as Required

Mark up rate shall be 4 percent over subcontractor's rates to AGENCY except that the total mark up rate to CITY shall not exceed 45 percent.

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City-Required Pre-Employment Tests

Fees for City-required pre-employment tests shall be billed at actual costs. Costs at contract execution are:

Pre-Employment Five Year Department of Motor Vehicle Background Test	\$25.00
Pre-Employment Drug Test	\$26.00
Tuberculosis Test	\$15.00
Fingerprint-Based Records Search by the California Department of Justice	\$25.00

Invoicing and Payment

AGENCY shall submit weekly invoices and applicable timecards in a format to which both parties have agreed. Payment shall be made within thirty (30) days of receipt of accurate invoices by CITY's Accounts Payable Unit.